

3-0099

PREAMBLE

This Agreement, effective as of the first day of January, 1972, by and between the Township of Madison, New Jersey, hereinafter referred to as the "EMPLOYER" and Madison Township Patrolmen's Benevolent Association, Local No. 127, hereinafter referred to as the "EMPLOYEES" is designed to maintain and promote a harmonious relationship between the Township of Madison and such of its employees who are within the provisions of this Agreement, in order that more efficient and progressive public service may be rendered.

ARTICLE I

WAGES

1. The annual basic wage for each of the classifications shown for the period designated is as follows:

<u>CLASSIFICATION</u>	<u>PERIODS</u>	
	<u>January 1, 1972</u> <u>December 31, 1972</u>	<u>January 1, 1973</u> <u>December 31, 1973</u>
Starting Salary	\$ 8450.00	\$ 8960.00
Second Year	9100.00	9640.00
Third Year	10165.00	10775.00
Fourth And All Thereafter	11350.00	12025.00
Sergeant	12500.00	13175.00
Lieutenant	13750.00	14425.00
Captain	15000.00	15675.00
Deputy Chief	16250.00	16925.00
Chief	18250.00	18925.00

2. 2½% Longevity will be paid for each five years of service with a maximum of 15%.

OVERTIME

3. All Patrolmen, Sergeants, and Lieutenants assigned to the Uniform Division shall be paid time and  $\frac{1}{2}$  for all overtime work over eight (8) hours per 24 hour period provided such time is four (4) or more hours per period. This shall apply whenever a man is ordered to work after completing his regular assigned tour of duty or if he is called in on his off-duty time. When called in on his day off or after having been released from duty, a man shall be guaranteed a minimum of four (4) hours overtime work, except when such a call extends the regular shift by commencing it early. Under emergency conditions where shifts are extended over a protracted period of time, overtime pay may be authorized at the discretion of the Chief of Police regardless of any of the foregoing provisions.

4. All Patrolman, Sergeants, and Lieutenants assigned to the Detective division shall be paid an additional \$600.00 per year over their respective base pay in lieu of overtime pay.

5. The officer assigned to Community Relations work shall be paid an additional \$600.00 per year over his base pay in lieu of overtime pay.

## ARTICLE II

### HOLIDAY AND VACATION DAYS

A.

#### CALENDAR YEAR 72'

1. All full time police personnel will be paid for the following holidays at their prevailing rate of pay on such holidays:

1. New Year's Day
2. Lincoln's Birthday
3. Washington's Birthday
4. Memorial Day
5. Independence Day
6. Labor Day
7. Veterans Day
8. Thanksgiving Day

Said holiday pay will be paid in a lump sum during the first week of December.

2. Vacation days will be as follows:

Starting Patrolmen will receive one (1) work day per month vacation.

Each Patrolman during the second and third year of service shall receive sixteen (16) working days vacation.

During the fourth year of service and all years thereafter, all Patrolmen will receive nineteen (19) working days vacation.

Each superior officer shall receive twenty-two (22) working days vacation.

B.

#### CALENDAR YEAR 73'

1. All full time police personnel will be paid for the following holidays at their prevailing rate of pay on such holidays:

1. New Year's Day
2. Lincoln's Birthday
3. Washington's Birthday
4. Good Friday
5. Memorial Day
6. Primary Election Day
7. Independence Day
8. Labor Day
9. General Election Day
10. Veterans Day
11. Thanksgiving Day

Said holiday pay will be paid in a lump sum during the first week of December.

2. Vacations days will be as follows:

Starting Patrolmen will receive one (1) working day per month vacation.

Each Patrolmen during the second and third year of service shall receive seventeen (17) working days vacation.

During the fourth year of service and all years thereafter, all Patrolmen will receive twenty (20) working days vacation.

Each superior officer shall receive twenty-two (22) working days vacation.

### ARTICLE III

#### SICK LEAVE, INJURIES, AND BENEFITS

1. All Employees, their spouses and children shall be covered under a Blue Cross-Blue Shield Plan, including Rider "J", and a Major Medical Plan which is acceptable to the membership of the Madison Township Patrolmen's Benevolent Association.

2. Any Police Officer who is injured while acting in the performance of his duty shall receive full pay, less the workmen's compensation temporary disability payments, or State of New Jersey disability payments to which he is entitled until such time as he is eligible for payments under the Police and Firemen's Retirement System of the State of New Jersey.

The determination as to whether or not the injury was sustained in the performance of duty shall be in accordance with the findings of the Division of Workmen's Compensation or in the event that said findings are appealed to the Courts upon the findings of the Courts of the State of New Jersey.

3. All employees will be covered by long term disability insurance. This insurance would supplement any other benefits so that employees with long term illnesses or serious accident (whether job connected or not) would receive a total of two-thirds their regular pay, after a waiting period of 30 days. Such payments would continue until age 65, if possible, within the budgetary limitations as adopted for the year 1972. In 1973, however, the disability coverage shall be open to negotiations for increased coverage.

4.

- A. Each full time Employee shall earn one (1) sick day for each month of employment.
- B. Employees may accrue sick leave up to a maximum of 280 days.
- C. Each full time employee who dies or retires by reason of physical disability, age or length of service to the Township of Madison, shall be entitled to collect on retirement payment in full on per diem basis, on all accrued and unexpended sick leave, or in case of death, said payment shall be made to the beneficiary as indicated to the Police and Firemen Retirement System.
- D. In case of resignation, employee will receive 50% of his accrued sick leave, but if he is dismissed for cause, he is not entitled to any payments for accrued sick leave.

#### CONTRACT NEGOTIATIONS

This Agreement shall in no way limit the parties hereto in the negotiations relative to other conditions of employment.

RICHARD COOPER  
RICHARD COOPER, MAYOR

MARY M. BROWN  
MARY M. BROWN, CLERK

P.T.L. DONALD FRITZ

P.T.L. DONALD FRITZ  
P.B.A. PRESIDENT

GEORGE GATHMAN  
GEORGE GATHMAN,  
P.B.A. SECRETARY